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**THE INFLUENCE OF SELF-EFFICACY, INTERNAL LOCUS
OF CONTROL, MENTORING AND TRAINING ON BUSINESS
SUCCESS AMONG STUDENTS IN UUM**

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MASTER OF SCIENCE (MANAGEMENT)

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**THE INFLUENCE OF SELF-EFFICACY, INTERNAL LOCUS OF
CONTROL, MENTORING AND TRAINING ON BUSINESS SUCCESS
AMONG STUDENTS IN UUM**

By

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(Management)**



**Pusat Pengajian Pengurusan
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ABSTRACT

The purpose of this study is to examine the influence of self-efficacy, internal locus of control, mentoring and training on business success among students in UUM. 230 self-administered and online questionnaires were distributed to the respondents which consists of UUM students that involved in the business. A total 140 questionnaires were returned, but then only 101 questionnaires were usable for the further analysis. The data collected for this study was analysed by using the Statistical Package for Social Science (SPSS) version 22.0. This study used simple random method where the data collected from the population numbers who are conveniently available to participate in the study. The descriptive analysis technique was used to determine the mean and standard deviation of the variables. Findings of this study revealed that only two variables, internal locus of control and mentoring have significantly influence business success among students in UUM. While, another two variables, self-efficacy and training have no significant influence on business success among students in UUM. This study could assist in developing and improving an effective entrepreneurship' programs. In addition, it can aid all the parties with the information on the dimensions that might influence its business success and generating good economy. Lastly, this study purposes several recommendations for future research.

Keywords: Business Success among students, self-efficacy, internal locus of control, mentoring, training

ABSTRAK

Tujuan kajian ini adalah untuk mengkaji pengaruh keberkesanan diri, lokus kawalan dalaman, bimbingan dan latihan ke atas kejayaan perniagaan di kalangan pelajar di UUM. 230 soal selidik salinan dan dalam talian telah diedarkan kepada responden yang terdiri daripada pelajar UUM yang terlibat dalam perniagaan. Sebanyak 140 soal selidik telah dikembalikan, tetapi hanya 101 soal selidik yang boleh digunakan untuk analisis selanjutnya. Data yang dikumpul untuk kajian ini dianalisis dengan menggunakan versi SPSS versi 22.0. Kajian ini menggunakan kaedah rawak mudah di mana data yang dikumpulkan dari nombor populasi yang mudah didapati untuk mengambil bahagian dalam kajian ini. Teknik analisis deskriptif digunakan untuk menentukan min dan sisihan piawai pembolehubah. Penemuan kajian ini mendedahkan bahawa hanya dua pembolehubah, lokus kawalan dalaman dan bimbingan mempunyai pengaruh yang signifikan terhadap kejayaan perniagaan di kalangan pelajar di UUM. Sementara itu, dua lagi pembolehubah, keberkesanan diri dan latihan tidak mempunyai pengaruh yang signifikan terhadap kejayaan perniagaan di kalangan pelajar di UUM. Kajian ini dapat membantu dalam membangun dan meningkatkan program keusahawanan yang berkesan. Di samping itu, ia dapat membantu semua pihak dengan maklumat mengenai dimensi yang mungkin mempengaruhi kejayaan perniagaannya dan menjana ekonomi yang baik. Akhir sekali, kajian ini mengemukakan beberapa cadangan untuk penyelidikan masa depan.

Kata kunci: Kejayaan Perniagaan di kalangan pelajar, keberkesanan diri, lokus kawalan dalaman, bimbingan, latihan

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LIST OF ABBREVIATION

BS	Business Success Among Students
EAP	Entrepreneurial Action Plan
EMP	Eleventh Malaysian Plan
GOW	Gourmet on Wheel
HEI	Higher Education Institutions
IKM	Institut Kemahiram Mara
ILOC	Internal Locus of Control
ILP	Institut Latihan Perindustrian
M	Mentoring
MPC	Malaysia Productivity Corporation
NEP	New Economy Policy
PUFS	Graduates Franchise Entrepreneur's program
RBV	Resource Based View
SE	Self – Efficacy
SNT	Social Network Theory
SPSS	Statistical Package for Social Science
SSM	Companies Commission of Malaysia
T	Training
UCI	North Creative Entrepreneur Incubator
UUM	Universiti Utara Malaysia

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CHAPTER ONE

INTRODUCTION

1.1 Introduction

This chapter described the background of study that reviews the literature on the ideas on identified scope of study. This chapter also emphasized on the problem statement, research questions and objectives, significant of study, scope of the study and limitation of the study. Moreover, there is also definition of key terms and the organization of following chapters described in this study. In details, this study examined the influence between the factors of self-efficacy, internal locus of control, mentoring and training towards business success among students in UUM.

1.2 Background of The Study

Nowadays, the forces of globalization and technology created more opportunities and increase the growth of international business and competition. Thus, one of the ways to sustained and grab the opportunities of the advancements and challenging world is by involving in the entrepreneurship (Anuraj, 2015). Entrepreneurship is known as a primary engine for economic and non-economic development, enhance the job creation, and improved products and services (Greco & Jong, 2017; Koe, Omar & Majid, 2014). The interest in entrepreneurship also is not a new thing among the people as it has been growing around the world since the beginning of 1980s (Farhana, 2013). In 1970s, the word of 'entrepreneur' has been introduced to the Malaysian citizen in the Malaysian New Economy Policy (NEP) (Farhana, 2013). According to Lydia, Olga and Luis (2016) and Acs, Zoltan, Astebro, Robinson and David (2016), more entrepreneur in the society lead to a better society since the entrepreneur is an

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APPENDICES

APPENDIX A: Research Questionnaires



THE INFLUENCE OF SELF-EFFICACY, INTERNAL LOCUS OF CONTROL, MENTORING AND TRAINING ON BUSINESS SUCCESS AMONG STUDENTS IN UNIVERSITI UTARA MALAYSIA (UUM)

Nur Azrin Bt. Ahmad Nasir

(Msc. Management)

Supervised by:

Dr. Norria Bt. Zakaria

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Dear valued respondent,

Thank you for your participation in this survey. It is great pleasure to inform you that currently I am conducting a research project titled **“The Influence of Self-efficacy, Internal Locus of Control, Mentoring and Training on Business Success Among Students in UUM”**.

Thus, I am seeking your cooperation in completing a questionnaire that will take approximately 15 minutes. Separated by 3 sections with total of 70 questions. I highly recognize that your time is valuable with having high workload but at the same time, I really appreciate all your contribution in answering this questionnaire. Information provided will be kept confidential and used purely for academic purpose. Please do not hesitate to contact me, if you have any query about this research.

Thank you very much for your time and cooperation. Wish you have a great day.

Yours sincerely,

Nur Azrin Binti Ahmad Nasir

(Msc. Management)

SECTION A: RESPONDENT DEMOGRAPHICS PROFILE

Instruction: Please tick your answer

1. Gender

☐

Male

☐

Female

2. Marital Status:

☐

Married

☐

Single

3. Race

☐

Malay

☐

Indian

☐

Chinese

☐

Other (Please state): _____

4. Age

☐

19 – 24 years

☐

25 - 29 years

☐

30 years and above

5. Education Level

☐

Degree

☐

Master

☐

PhD/DBA

☐

Other (Please State): _____

6. Program:

<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>

BBA

Marketing

Entrepreneurship

Other (Please state): _____

7. Type of Business Ownership:

<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>

Sole Proprietor

Partnership

Private Company

8. Business Platforms

<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>

Online

Offline

Both

9. Business Status

<input type="checkbox"/>
<input type="checkbox"/>

Fulltime

Part time

10. Type of Business:

<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>

Food & Beverage (F&B)

Cosmetics

Printing

Other (Please state): _____

11. Business Location:

Please State: _____

12. Monthly Sales

Below than RM 1000

RM 1000 – RM 2000

RM 3000 – RM 4000

Other (Please State): _____

13. The fund for my business came from:

Personal fund

Family

Bank financing

MARA

TEKUN

Other (Please state): _____

14. Years of Business:

Below than 1 year

1 year to 3 years

Other (Please state): _____

15. Which of the followings is your Business Mentor?

Government agency. (Please state): _____

Industry player. (Please state): _____

Financial Institution. (Please state): _____

Other (Please state): _____

**16. Which of the followings that you attend for the Business Training?
(You can tick more than 1)**

<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>

Government agencies

Universities programs

Company programs

Other (please state): _____

SECTION B1: SELF-EFFICACY

Self-efficacy is the entrepreneur's belief he or she has an ability, knowledge and skills to perform the business effectively and success in the business.

In this section, you are required to circle the most appropriate number against each, using the scale given below:

Key

1. = Strongly Disagree

2. = Disagree

3. = Slightly Agree

4. = Agree

5. = Strongly Agree

1. I can always manage to solve difficult problems if I try hard enough	1	2	3	4	5
2. If someone oppose me, I can find the means and ways to get what I want	1	2	3	4	5
3. It is easy for me to stick to my aims and accomplish my goals	1	2	3	4	5
4. I am confident that I could deal efficiently with unexpected events	1	2	3	4	5

5. Thanks to my resourcefulness, I know how to handle unforeseen situations	1	2	3	4	5
6. I can solve most problems if I invest necessary effort	1	2	3	4	5
7. I can remain calm when facing difficulties because I can rely on my coping abilities	1	2	3	4	5
8. When I am confronted with a problem, I can usually find several solutions	1	2	3	4	5
9. If I am in trouble, I can usually think of solution	1	2	3	4	5
10. I can usually think of solution	1	2	3	4	5

SECTION B2: INTERNAL LOCUS OF CONTROL

Internal locus of control is the entrepreneur believed they can influence the impact of changes and also believe that their skill may enable them to achieve the success in the business.

In this section, you are required to circle the most appropriate number against each, using the scale given below:

Key

1. = Strongly Disagree

2. = Disagree

3. = Slightly Agree

4. = Agree

5. = Strongly Agree

1. I capable to always shape my own destiny	1	2	3	4	5
2. I believe in planning my activities in advance	1	2	3	4	5
3. I can always be successful, irrespective of social and economic conditions	1	2	3	4	5
4. I can make profit in business depends on how capable I am as an entrepreneur	1	2	3	4	5
5. I can become successful entrepreneurs with effort and capability	1	2	3	4	5
6. With effort, I can determine my own destinies	1	2	3	4	5

7. Entrepreneurs are the creators of their own experiences	1	2	3	4	5
8. The rewards achieved depend solely on the effort I makes	1	2	3	4	5
9. I am working for things that always turns out better than leaving things to chance	1	2	3	4	5
10. I want to be competent entrepreneur to always be recognized by others	1	2	3	4	5

SECTION B3: MENTORING

Mentoring is referred as a process of learning and seeking advices from the experienced entrepreneur which it helps the entrepreneur to achieve the success in the business.

In this section, you are required to circle the most appropriate number against each, using the scale given below:

Key

1. = Strongly Disagree

2. = Disagree

3. = Slightly Agree

4. = Agree

5. = Strongly Agree

The mentor:

1. Listened to what I was saying	1	2	3	4	5
----------------------------------	---	---	---	---	---

2. Positively encouraged me in my business	1	2	3	4	5
3. Someone that I respected and admired	1	2	3	4	5
4. Conveyed feelings of respect for as an individual	1	2	3	4	5
5. Expressed empathy with my business concerns	1	2	3	4	5
6. Had insight from their business experience	1	2	3	4	5
7. Is someone that I had a great deal of trust	1	2	3	4	5
8. Is the one that made me challenge my assumptions about how things could be done in my business	1	2	3	4	5
9. Had a wealth of useful business experience to draw upon	1	2	3	4	5
10. Is someone that shared their business experience with me	1	2	3	4	5
11. Is someone that offered me professional friendship	1	2	3	4	5
12. Is someone that a sounding board for my business	1	2	3	4	5
13. Can understand and adequately assessed my business	1	2	3	4	5

14. Is someone that able to open doors and make relevant contacts for my business	1	2	3	4	5
15. Is someone that I saw as a role model	1	2	3	4	5

SECTION B4: TRAINING

Training is the learning activity that will enhance the entrepreneur attitude, knowledge and skills behavior to grow the business successfully.

In this section, you are required to circle the most appropriate number against each, using the scale given below:

Key

1. = Strongly Disagree

2. = Disagree

3. = Slightly Agree

4. = Agree

5. = Strongly Agree

The training programs:

1. Helps to took care of my special needs in the business	1	2	3	4	5
2. Helps to provide skills and knowledge that I needed for a business	1	2	3	4	5
3. Taught me by using appropriate standard procedure that related with the business	1	2	3	4	5

4. Helps to enhance my chance to grow my business	1	2	3	4	5
--	----------	----------	----------	----------	----------

SECTION C: BUSINESS SUCCESS AMONG STUDENTS

In this section, you are required to circle the most appropriate number against each, using the scale given below:

Key

1. = Strongly Disagree

2. = Disagree

3. = Slightly Agree

4. = Agree

5. = Strongly Agree

I am successful if I:

1. Am making a profit	1	2	3	4	5
2. Can make a valuable asset for sale	1	2	3	4	5
3. Achieve my own personal satisfaction	1	2	3	4	5
4. Being able to earn enough to live on	1	2	3	4	5
5. Can contribute to the welfare of the local community	1	2	3	4	5
6. Can provide opportunities for members of my local community to develop skill	1	2	3	4	5
7. Can provide income to members of my local community	1	2	3	4	5

8. Able to contribute the health of my local community	1	2	3	4	5
9. Able to increase customer numbers	1	2	3	4	5
10. Able to increase customer satisfaction	1	2	3	4	5
11. Can have a lifestyle that I value	1	2	3	4	5
12. Have a sense of achievement	1	2	3	4	5
13. Seeing the business grow	1	2	3	4	5
14. Get the recognition from others	1	2	3	4	5
15. Having a sense of pride in the business	1	2	3	4	5



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APPENDIX B: SPSS Output

NORMALITY TEST

Statistics

		ID	DA1	Marital Status	DA3	DA4	Education Level
N	Valid	101	101	101	101	101	101
	Missing	0	0	0	0	0	0

Statistics

		Program	Type of Business Ownership	Platforms	Status	Type of business	Location
N	Valid	101	101	101	101	101	101
	Missing	0	0	0	0	0	0

Statistics

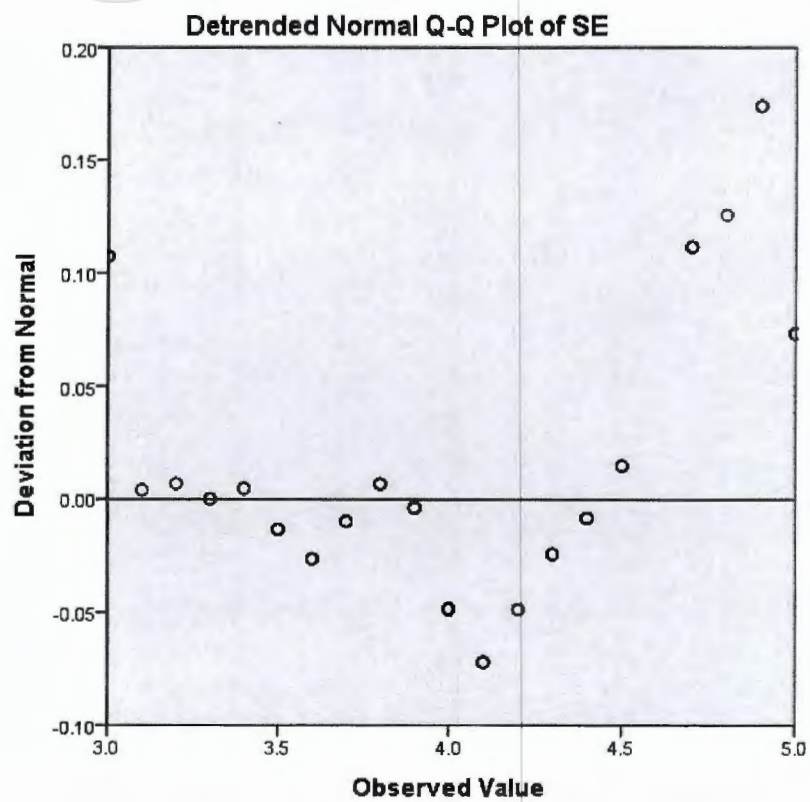
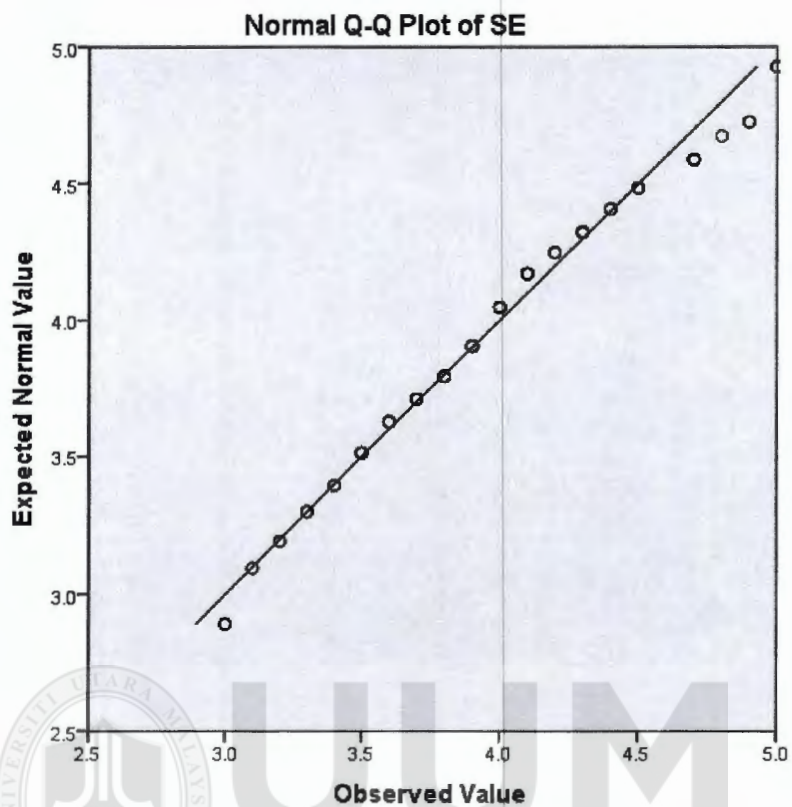
		Sales	Fund	Years of Business	Business Mentor	Business Training
N	Valid	101	101	101	101	101
	Missing	0	0	0	0	0

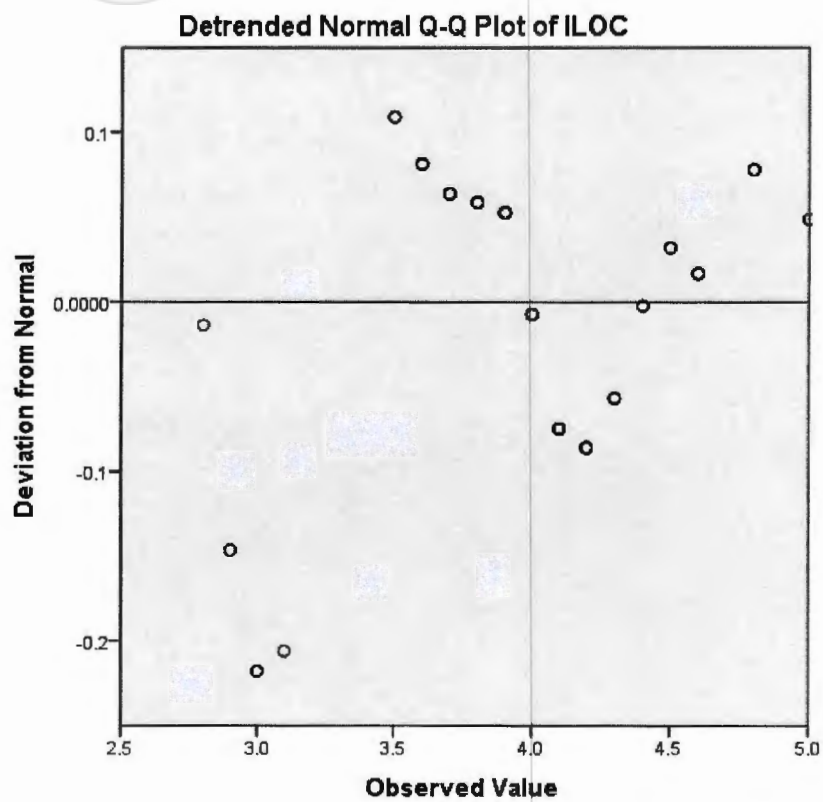
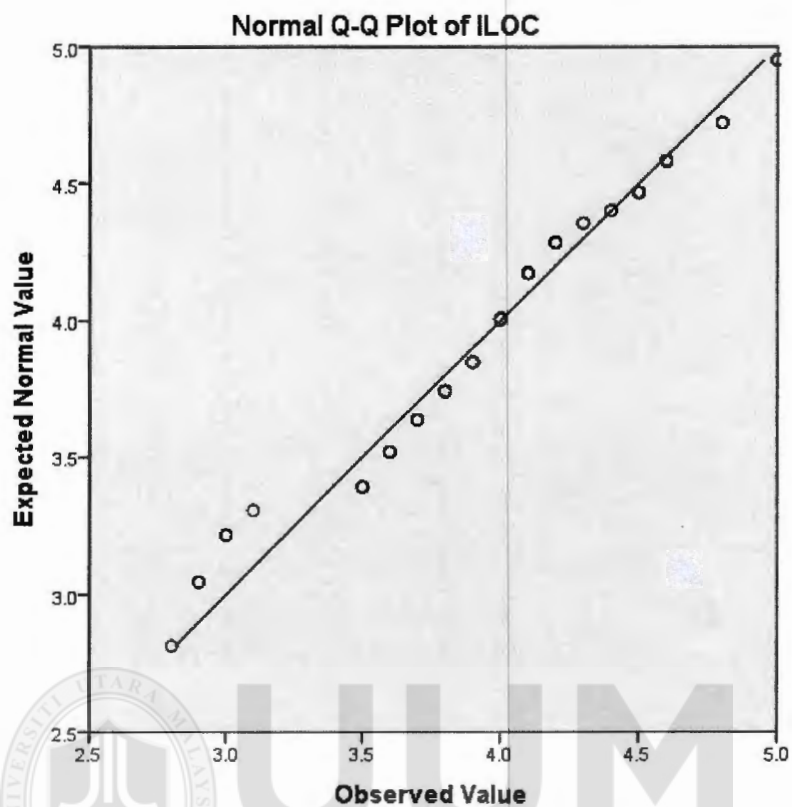
Statistics

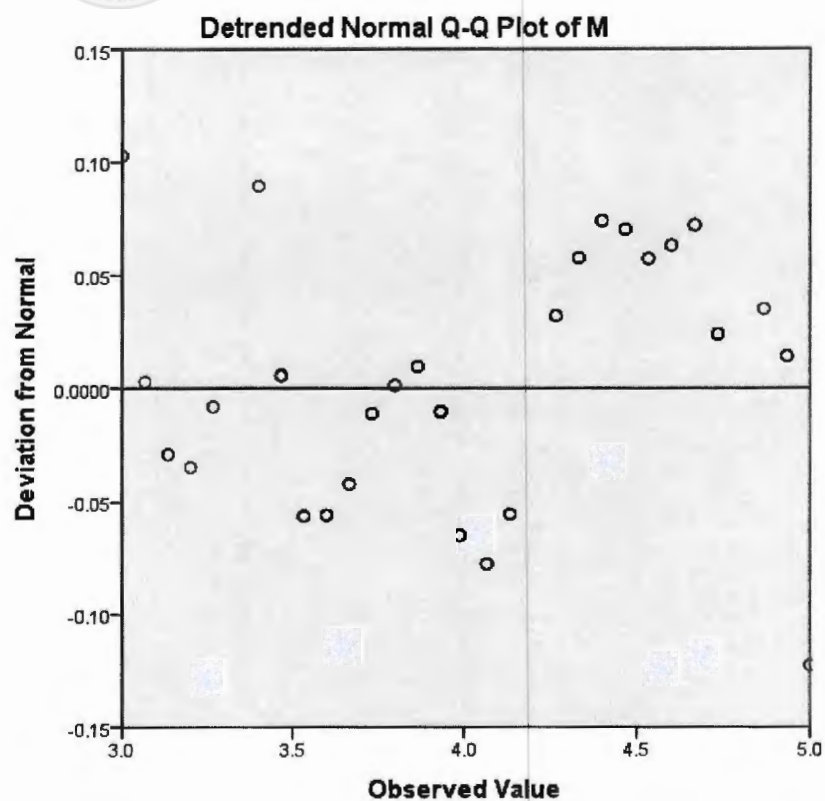
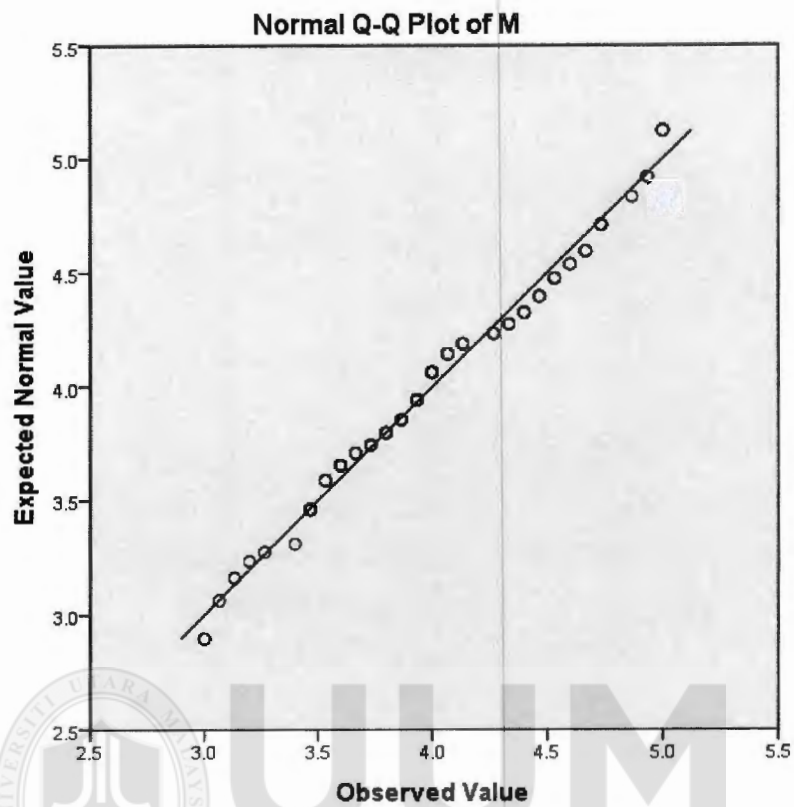
	SE	ILOC	M	T	BS
N Valid	101	101	101	101	101
Missing	0	0	0	0	0
Std. Deviation	.50701	.49667	.48666	.57606	.55188
Skewness	.251	-.158	.075	-.374	-.441
Std. Error of Skewness	.240	.240	.240	.240	.240
Kurtosis	-.409	.232	-.651	-.438	-.521
Std. Error of Kurtosis	.476	.476	.476	.476	.476

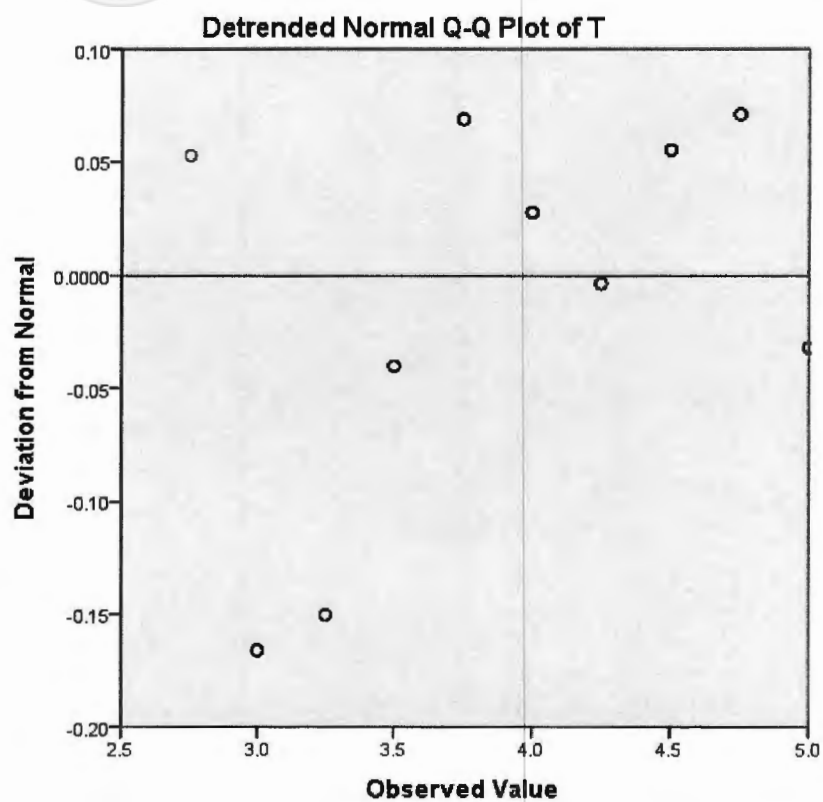
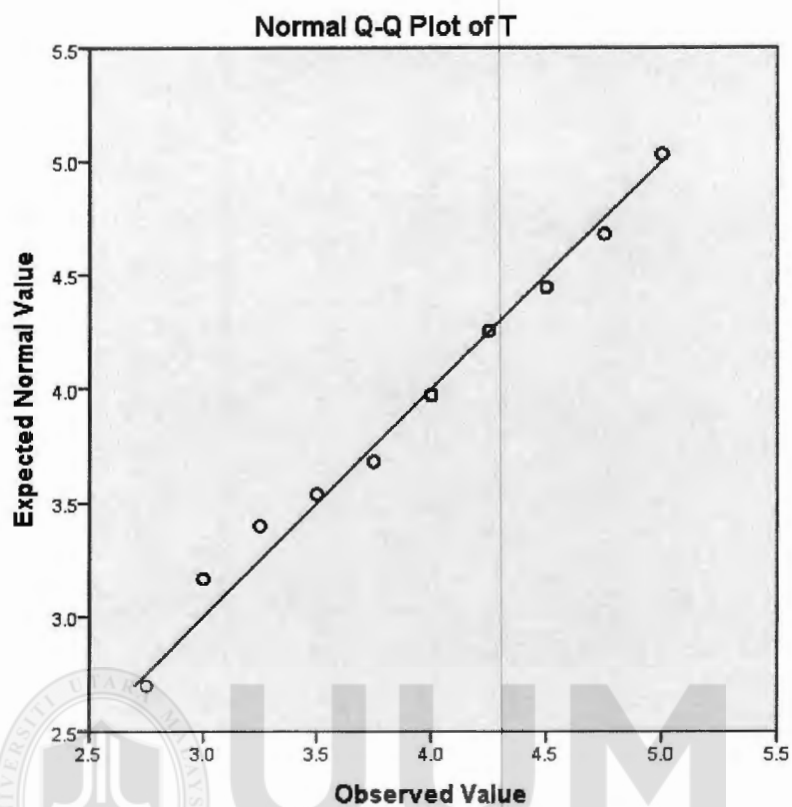


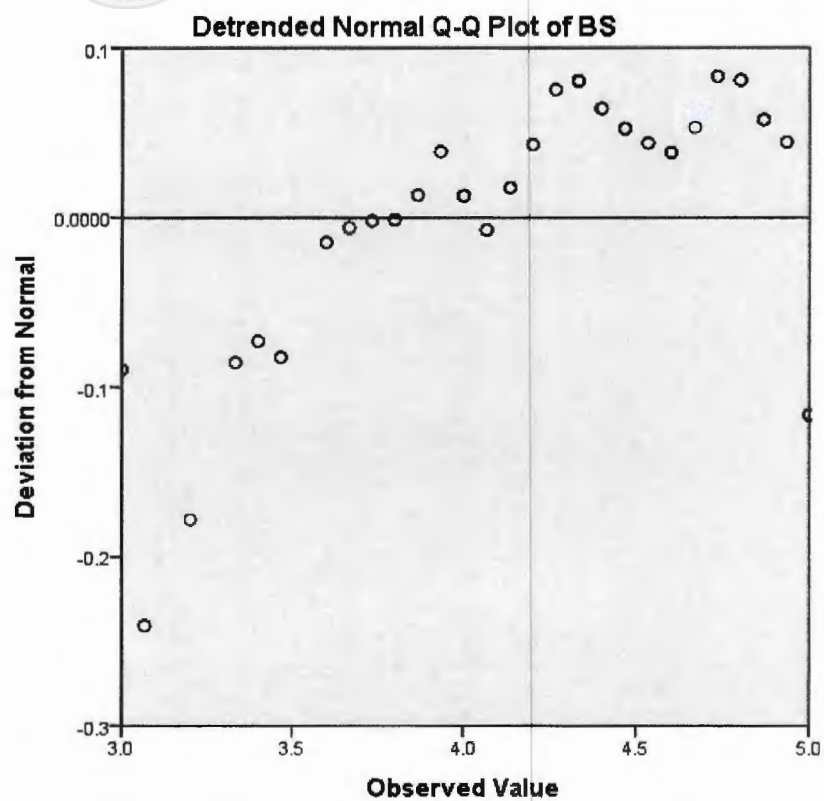
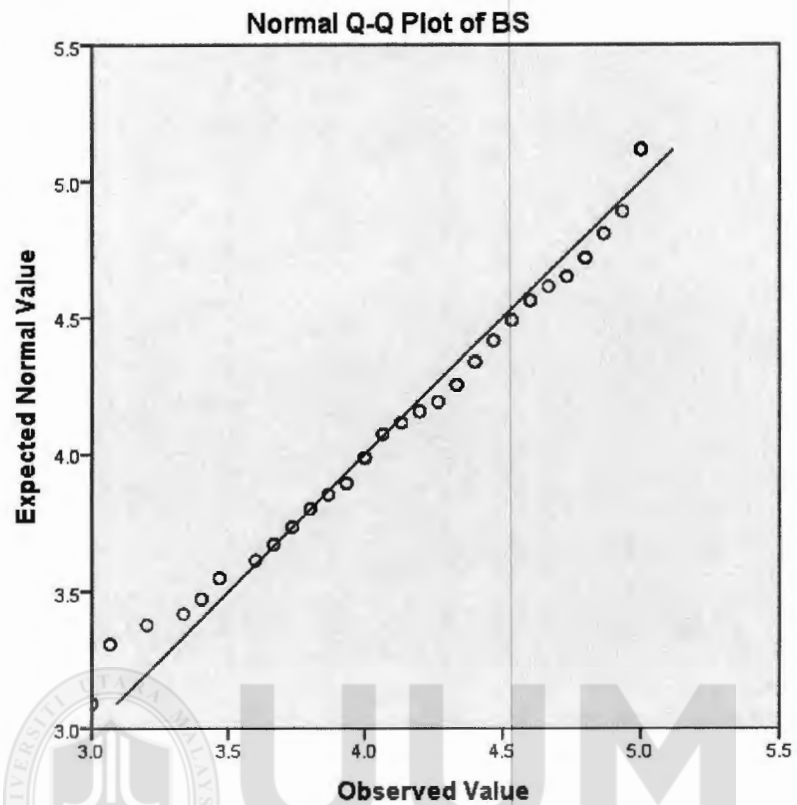
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FREQUENCY TABLE

DA1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	23	22.8	22.8	22.8
	Female	78	77.2	77.2	100.0
	Total	101	100.0	100.0	

Marital Status

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Married	9	8.9	8.9	8.9
	Single	92	91.1	91.1	100.0
	Total	101	100.0	100.0	

DA3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Malay	85	84.2	84.2	84.2
	Indian	2	2.0	2.0	86.1
	Chinese	11	10.9	10.9	97.0
	Melanau	1	1.0	1.0	98.0
	Bangladeshi	1	1.0	1.0	99.0
	Indian Muslim	1	1.0	1.0	100.0
	Total	101	100.0	100.0	

DA4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	19 -24 years	92	91.1	91.1	91.1
	25 - 29 years	9	8.9	8.9	100.0
	Total	101	100.0	100.0	

Education Level

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Degree	90	89.1	89.1	89.1
	Master	11	10.9	10.9	100.0
	Total	101	100.0	100.0	

Program

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	BBA	19	18.8	18.8	18.8
	Marketing	13	12.9	12.9	31.7
	Entrepreneurship	23	22.8	22.8	54.5
	Development Management	2	2.0	2.0	56.4
	Banking	4	4.0	4.0	60.4
	BMA	8	7.9	7.9	68.3
	PM	4	4.0	4.0	72.3
	BIFB	2	2.0	2.0	74.3

Economy	3	3.0	3.0	77.2
HR	3	3.0	3.0	80.2
Communication	2	2.0	2.0	82.2
Msc Management	8	7.9	7.9	90.1
Law	1	1.0	1.0	91.1
Decision Science	1	1.0	1.0	92.1
International Business	5	5.0	5.0	97.0
Accounting	1	1.0	1.0	98.0
Media of Technology	2	2.0	2.0	100.0
Total	101	100.0	100.0	



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Type of Business Ownership

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Sole Proprietor	54	53.5	53.5	53.5
Partnership	39	38.6	38.6	92.1
Private Company	8	7.9	7.9	100.0
Total	101	100.0	100.0	

Platforms

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Online	14	13.9	13.9	13.9
	Offline	25	24.8	24.8	38.6
	Both	62	61.4	61.4	100.0
	Total	101	100.0	100.0	

Status

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Fulltime	44	43.6	43.6	43.6
	Part time	57	56.4	56.4	100.0
	Total	101	100.0	100.0	

Type of business

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Food & Beverages (F&B)	60	59.4	59.4	59.4
	Cosmetics	14	13.9	13.9	73.3
	Printing	4	4.0	4.0	77.2
	Clothing	14	13.9	13.9	91.1
	Accessories	4	4.0	4.0	95.0
	Skincare	2	2.0	2.0	97.0

Education	1	1.0	1.0	98.0
Furniture	1	1.0	1.0	99.0
Gadgets	1	1.0	1.0	100.0
Total	101	100.0	100.0	

Location

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid UUM	59	58.4	58.4	58.4
Kedah	18	17.8	17.8	76.2
-	7	6.9	6.9	83.2
Perlis	2	2.0	2.0	85.1
Kuala Lumpur	3	3.0	3.0	88.1
Perak	3	3.0	3.0	91.1
Selangor	4	4.0	4.0	95.0
Terengganu	1	1.0	1.0	96.0
Penang	2	2.0	2.0	98.0
Kelantan	2	2.0	2.0	100.0
Total	101	100.0	100.0	

Sales

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Below than RM 1000	64	63.4	63.4	63.4
RM 1000 - RM 2000	25	24.8	24.8	88.1

RM 3000 - RM 4000	6	5.9	5.9	94.1
RM 5000 - RM 6000	2	2.0	2.0	96.0
Other	1	1.0	1.0	97.0
RM 7000- RM 8000	2	2.0	2.0	99.0
Above RM 8000	1	1.0	1.0	100.0
Total	101	100.0	100.0	

Fund

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Personal Fund	80	79.2	79.2	79.2
Family	14	13.9	13.9	93.1
Bank Financing	4	4.0	4.0	97.0
TEKUN	1	1.0	1.0	98.0
University	2	2.0	2.0	100.0
Total	101	100.0	100.0	

Years of Business

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Below than 1 year	34	33.7	33.7	33.7
1 year to 3 years	64	63.4	63.4	97.0
4 -5 years	3	3.0	3.0	100.0
Total	101	100.0	100.0	

Business Mentor

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Government Agency	40	39.6	39.6	39.6
	Industry Player	31	30.7	30.7	70.3
	Financial Institution	6	5.9	5.9	76.2
	Malaysian Designer	1	1.0	1.0	77.2
	Other	8	7.9	7.9	85.1
	Lecturer	12	11.9	11.9	97.0
	Family	3	3.0	3.0	100.0
	Total	101	100.0	100.0	



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Business Training

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Government Agency	8	7.9	7.9	7.9
	Universities Programs	55	54.5	54.5	62.4
	Company Programs	8	7.9	7.9	70.3
	1 & 2	24	23.8	23.8	94.1
	2&3	4	4.0	4.0	98.0
	1,2&3	1	1.0	1.0	99.0
	1 & 3	1	1.0	1.0	100.0
	Total	101	100.0	100.0	

RELIABILITY ANALYSIS

Scale: Business Success

Case Processing Summary

	N	%
Cases Valid	101	100.0
Excluded ^a	0	.0
Total	101	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.942	.942	15

Item Statistics

	Mean	Std. Deviation	N
CBS1	4.29	.726	101
CBS2	4.23	.662	101
CBS3	4.23	.760	101
CBS4	4.14	.837	101
CBS5	4.28	.750	101
CBS6	4.24	.723	101
CBS7	4.15	.792	101
CBS8	4.12	.725	101

CBS9	4.30	.794	101
CBS10	4.27	.706	101
CBS11	4.22	.716	101
CBS12	4.27	.733	101
CBS13	4.18	.684	101
CBS14	4.13	.783	101
CBS15	4.16	.745	101

Scale: Self-efficacy

Case Processing Summary

		N	%
Cases	Valid	101	100.0
	Excluded ^a	0	.0
	Total	101	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.901	.902	10

Item Statistics

	Mean	Std. Deviation	N
B1SE1	4.15	.713	101
B1SE2	4.00	.648	101
B1SE3	3.87	.757	101
B1SE4	3.79	.653	101
B1SE5	4.03	.685	101
B1SE6	3.93	.697	101
B1SE7	3.93	.725	101
B1SE8	4.07	.667	101
B1SE9	4.01	.700	101
B1SE10	4.01	.714	101

Scale: Internal Locus of Control

Case Processing Summary

		N	%
Cases	Valid	101	100.0
	Excluded ^a	0	.0
	Total	101	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.894	.894	10

Item Statistics

	Mean	Std. Deviation	N
B2ILOC1	3.93	.738	101
B2ILOC2	4.00	.707	101
B2ILOC3	3.92	.703	101
B2ILOC4	4.02	.678	101
B2ILOC5	4.08	.703	101
B2ILOC6	4.12	.682	101
B2ILOC7	4.22	.687	101
B2ILOC8	4.18	.713	101
B2ILOC9	4.01	.656	101
B2ILOC10	4.09	.680	101

Scale: Mentoring

Case Processing Summary

		N	%
Cases	Valid	101	100.0
	Excluded ^a	0	.0
	Total	101	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.922	.923	15

Item Statistics

	Mean	Std. Deviation	N
B3M1	3.89	.733	101
B3M2	4.11	.677	101
B3M3	4.15	.713	101
B3M4	4.02	.693	101
B3M5	3.94	.705	101
B3M6	3.99	.700	101
B3M7	4.06	.676	101
B3M8	3.97	.685	101
B3M9	3.94	.746	101

B3M10	3.97	.806	101
B3M11	4.03	.714	101
B3M12	3.95	.684	101
B3M13	4.02	.678	101
B3M14	3.98	.663	101
B3M15	4.13	.658	101

Scale: Training

Case Processing Summary

		N	%
Cases	Valid	101	100.0
	Excluded ^a	0	.0
	Total	101	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.862	.862	4

Item Statistics

	Mean	Std. Deviation	N
B4T1	4.06	.705	101
B4T2	4.13	.673	101
B4T3	4.10	.671	101
B4T4	4.27	.691	101

Inter-Item Correlation Matrix

	B4T1	B4T2	B4T3	B4T4
B4T1	1.000	.595	.559	.563
B4T2	.595	1.000	.569	.656
B4T3	.559	.569	1.000	.719
B4T4	.563	.656	.719	1.000

DESCRIPTIVE ANALYSIS

Variables	N	Min	Max	Mean	Std. Deviation
Dependent Variable					
Business Success	101	3	5	4.212	.552
CBS1	101	3	5	4.29	.726
CBS2	101	3	5	4.23	.662
CBS3	101	2	5	4.23	.760
CBS4	101	2	5	4.14	.837
CBS5	101	3	5	4.28	.750
CBS6	101	3	5	4.24	.723
CBS7	101	1	5	4.15	.792
CBS8	101	2	5	4.12	.725
CBS9	101	1	5	4.30	.794

CBS10	101	2	5	4.27	.706
CBS11	101	3	5	4.22	.716
CBS12	101	2	5	4.27	.733
CBS13	101	3	5	4.18	.684
CBS14	101	1	5	4.13	.783
CBS15	101	1	5	4.16	.745
Independent Variables					
Self-efficacy	101	3	5	3.979	.507
B1SE1	101	3	5	4.15	.713
B1SE2	101	2	5	4.00	.648
B1SE3	101	1	5	3.87	.757
B1SE4	101	3	5	3.79	.653
B1SE5	101	2	5	4.03	.685
B1SE6	101	2	5	3.93	.697
B1SE7	101	3	5	3.93	.725
B1SE8	101	3	5	4.07	.667
B1SE9	101	3	5	4.01	.700
B1SE10	101	2	5	4.00	.714
Internal Locus of Control	101	2.80	5	4.056	.4967
B2ILOC1	101	1	5	4.00	.707
B2ILOC2	101	2	5	3.92	.703
B2ILOC3	101	3	5	4.02	.678
B2ILOC4	101	2	5	4.08	.703
B2ILOC5	101	3	5	4.12	.682
B2ILOC6	101	3	5	4.22	.687
B2ILOC7	101	3	5	4.18	.713
B2ILOC8	101	3	5	4.01	.656
B2ILOC9	101	2	5	4.09	.680
B2ILOC10					
Mentoring	101	3	5	4.010	.4867
B3M1	101	2	5	3.89	.730
B3M2	101	3	5	4.11	.677
B3M3	101	2	5	4.15	.713
B3M4	101	2	5	4.02	.693
B3M5	101	1	5	3.94	.705
B3M6	101	2	5	3.99	.700
B3M7	101	2	5	4.06	.676
B3M8	101	2	5	3.97	.685

B3M9	101	2	5	3.94	.746
B3M10	101	1	5	3.97	.806
B3M11	101	2	5	4.03	.714
B3M12	101	3	5	3.95	.684
B3M13	101	2	5	4.02	.678
B3M14	101	3	5	3.98	.663
B3M15	101	3	5	4.13	.658
Training	101	2.75	5	4.139	.576
B4T1	101	2	5	4.06	.705
B4T2	101	3	5	4.13	.673
B4T3	101	3	5	4.10	.671
B4T4	101	3	5	4.27	.691

CORRELATION ANALYSIS

Correlations

		BS	SE	ILOC	M	T
BS	Pearson Correlation	1	.577**	.669**	.651**	.538**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	101	101	101	101	101
SE	Pearson Correlation	.577**	1	.744**	.619**	.563**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	101	101	101	101	101
ILOC	Pearson Correlation	.669**	.744**	1	.750**	.665**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	101	101	101	101	101
M	Pearson Correlation	.651**	.619**	.750**	1	.707**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	101	101	101	101	101

T	Pearson Correlation	.538**	.563**	.665**	.707**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	101	101	101	101	101

Correlations

		SE	ILOC	M	T	BS
SE	Pearson Correlation	1	.744**	.619**	.563**	.577**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	101	101	101	101	101
ILOC	Pearson Correlation	.744**	1	.750**	.665**	.669**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	101	101	101	101	101
M	Pearson Correlation	.619**	.750**	1	.707**	.651**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	101	101	101	101	101
T	Pearson Correlation	.563**	.665**	.707**	1	.538**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	101	101	101	101	101
BS	Pearson Correlation	.577**	.669**	.651**	.538**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	101	101	101	101	101

** . Correlation is significant at the 0.01 level (2-tailed).

MULTIPLE REGRESSION ANALYSIS

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.712 ^a	.507	.486	.39564

a. Predictors: (Constant), T, SE, M, ILOC

b. Dependent Variable: BS

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	15.430	4	3.858	24.644	.000 ^b
	Residual	15.027	96	.157		
	Total	30.457	100			

a. Dependent Variable: BS

b. Predictors: (Constant), T, SE, M, ILOC

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.677	.362		1.871	.064
	SE	.143	.118	.131	1.206	.231
	ILOC	.353	.146	.317	2.416	.018
	M	.347	.136	.306	2.550	.012
	T	.035	.102	.037	.344	.732



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